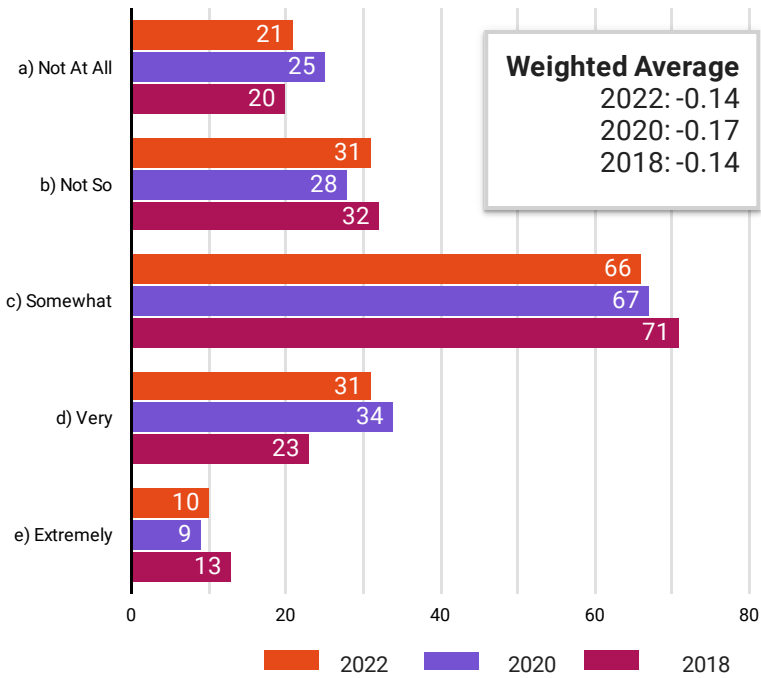


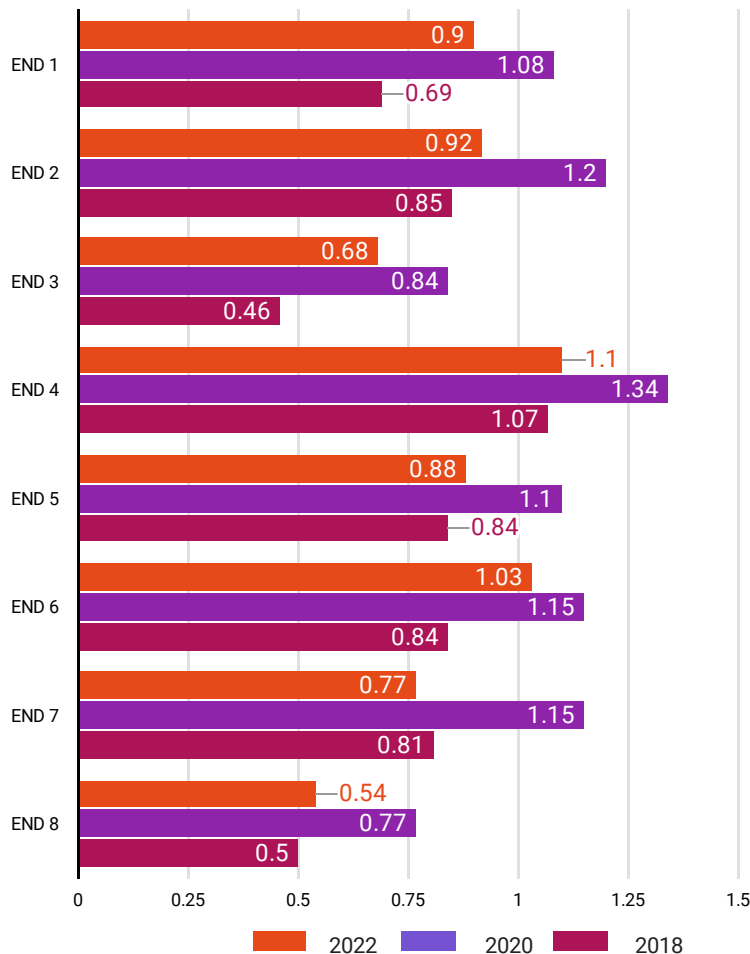
1) How familiar are you with our Ends?



Number of Responses:

2022: 159
2020: 163
2018: 159

**2) How well do we currently reflect our Ends?
How true is each today?**



1) Value, develop, and celebrate the gifts that come from authentic **connection across difference, emphasizing racial, ethnic, and generational difference.**

2) Recognize power differences and challenge injustice where it arises.

3) Follow the leadership of people most affected by injustice, partnering to move the Milwaukee community toward justice.

4) Generously give and receive support, connection, and care in times of joy and challenge.

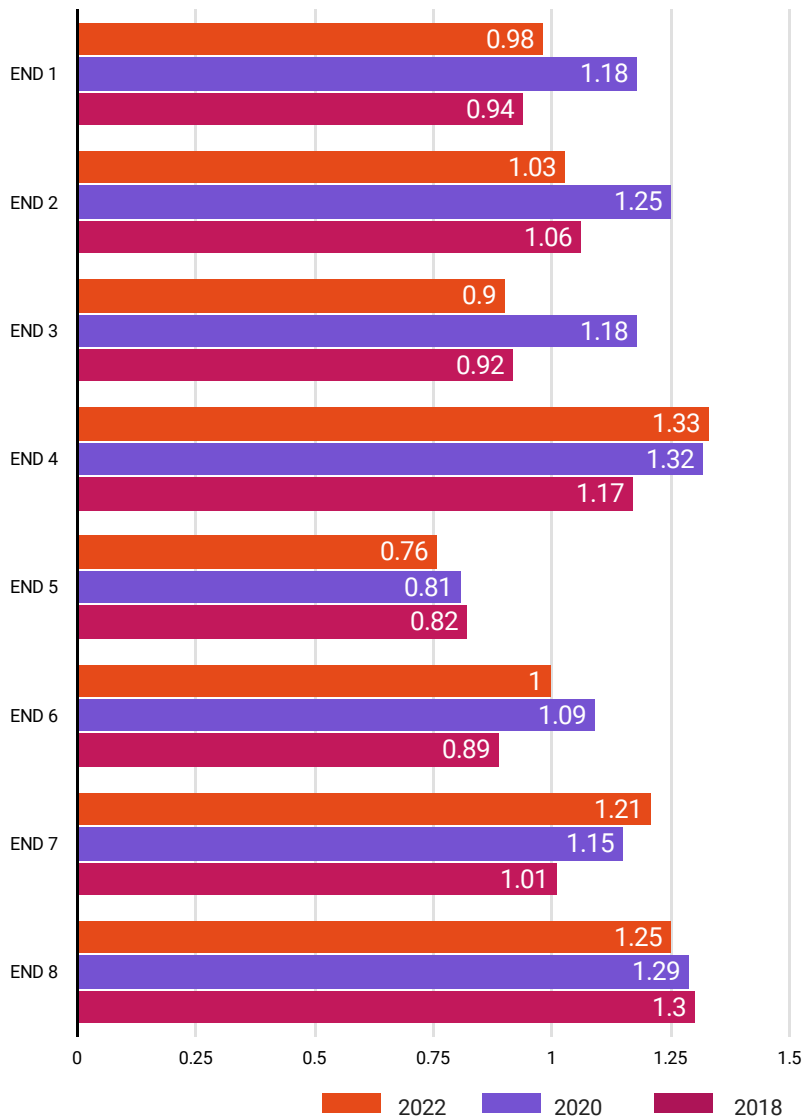
5) Promote Unitarian Universalism and our shared values in the world.

6) Open ourselves to wonder, making ourselves vulnerable and available to find meaning, inspiration, and transformation.

7) Create communal experiences celebrating our interconnectedness.

8) Create accessible, courageous, and innovative welcome to people who might find a sense of belonging and a spiritual home with us.

3) How important is each End?



1) Value, develop, and celebrate the gifts that come from authentic **connection across difference**, emphasizing racial, ethnic, and generational difference.

2) **Recognize power differences** and challenge injustice where it arises.

3) **Follow the leadership of people most affected by injustice**, partnering to move the Milwaukee community toward justice.

4) **Generously give and receive support**, connection, and care in times of joy and challenge.

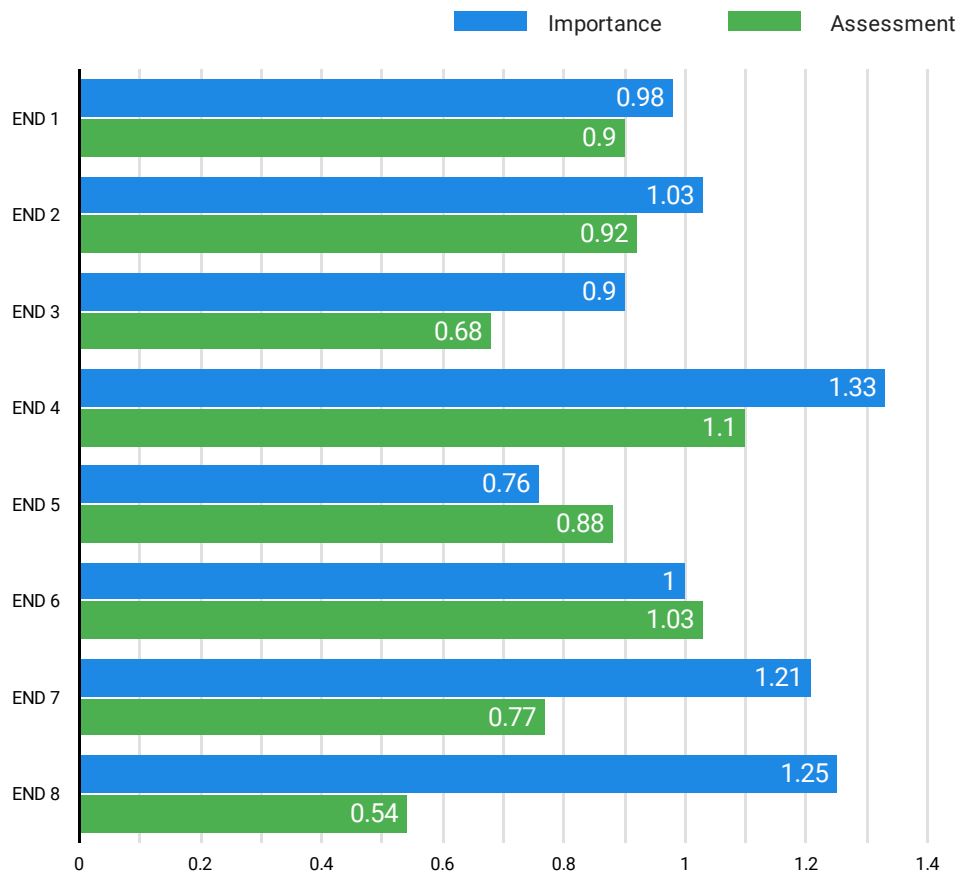
5) **Promote Unitarian Universalism** and our shared values in the world.

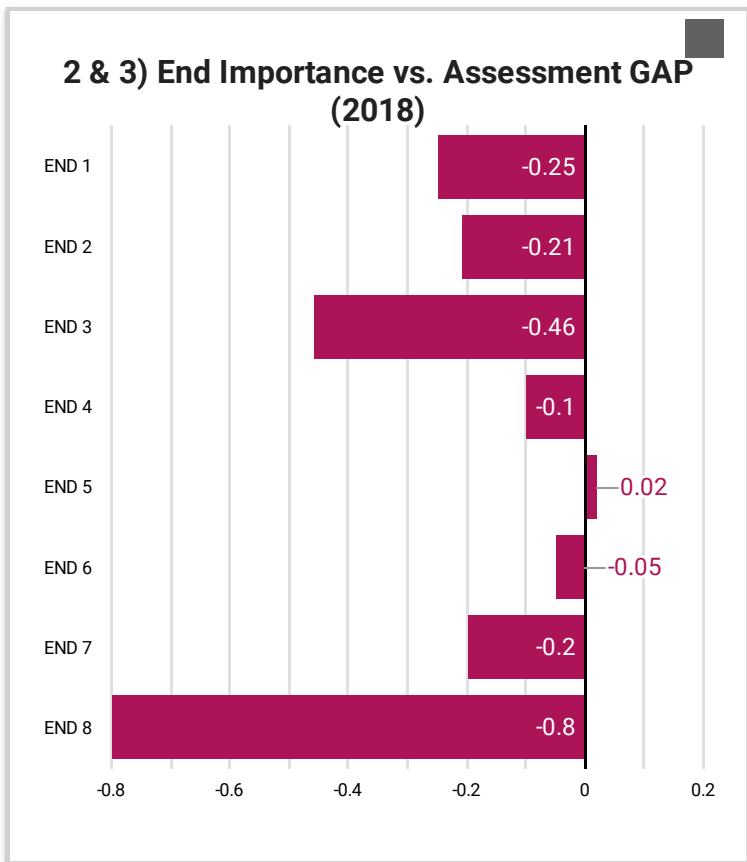
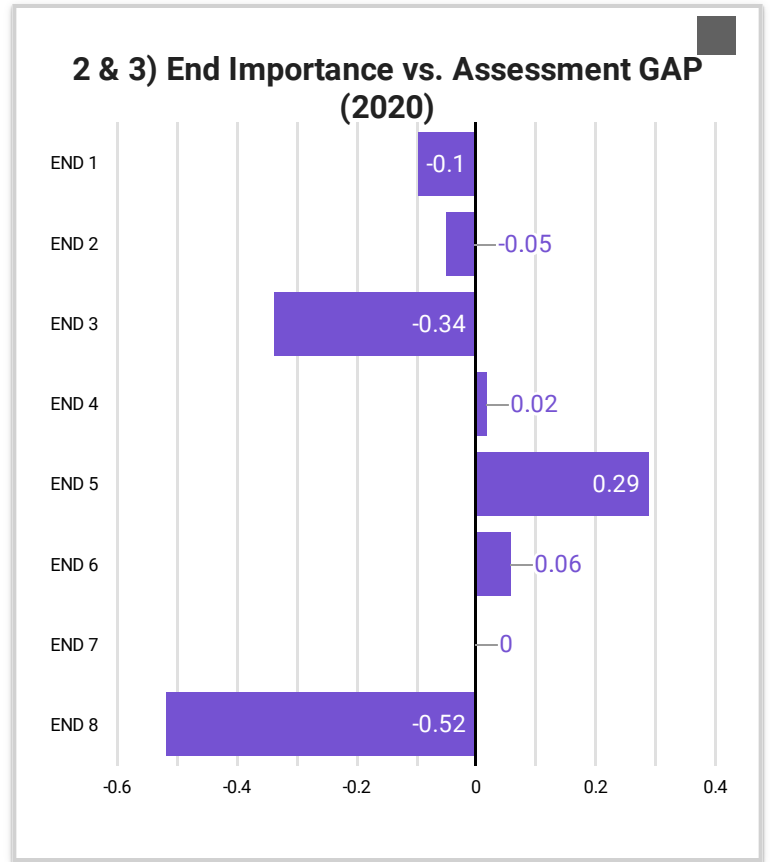
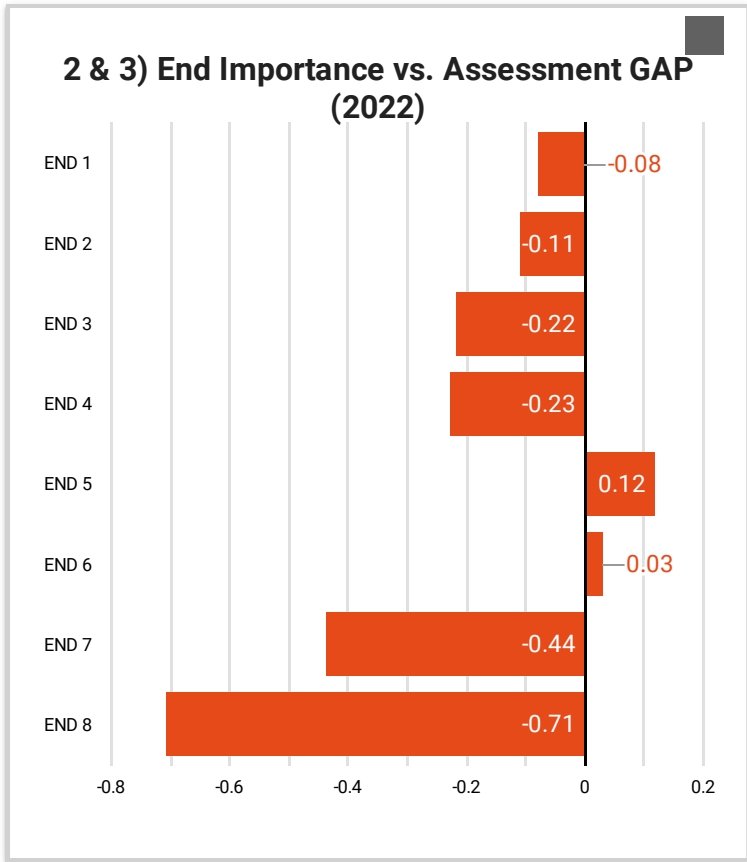
6) **Open ourselves to wonder**, making ourselves vulnerable and available to find meaning, inspiration, and transformation.

7) **Create communal experiences** celebrating our interconnectedness.

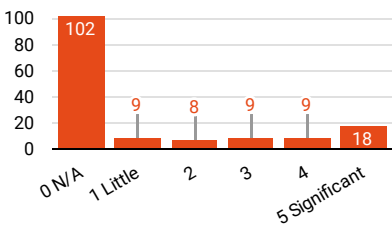
8) **Create accessible, courageous, and innovative welcome** to people who might find a sense of belonging and a spiritual home with us.

2 & 3) End Importance vs. Assessment (2022)

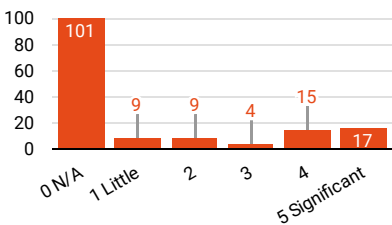




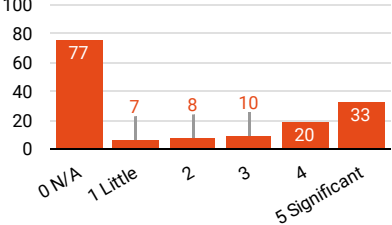
4) Admin & Business



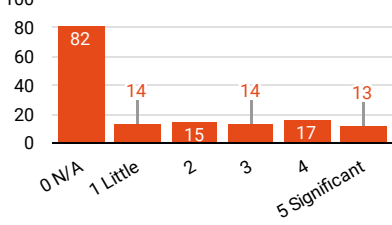
5) Caregiving



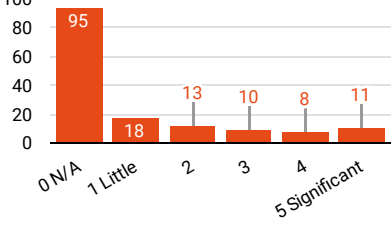
6) Contemplative



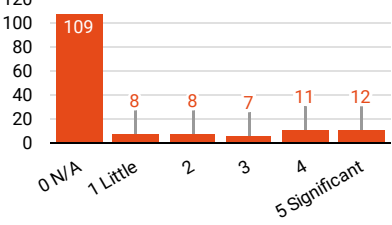
7) Fellowship



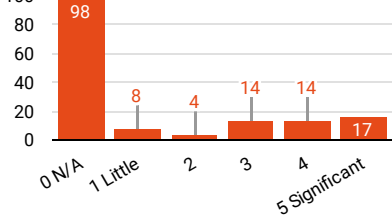
8) Fundraising



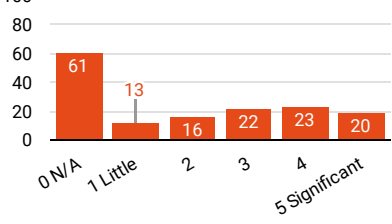
9) Music & Arts



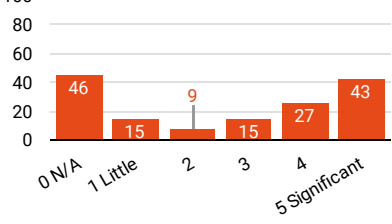
10) Religious Education



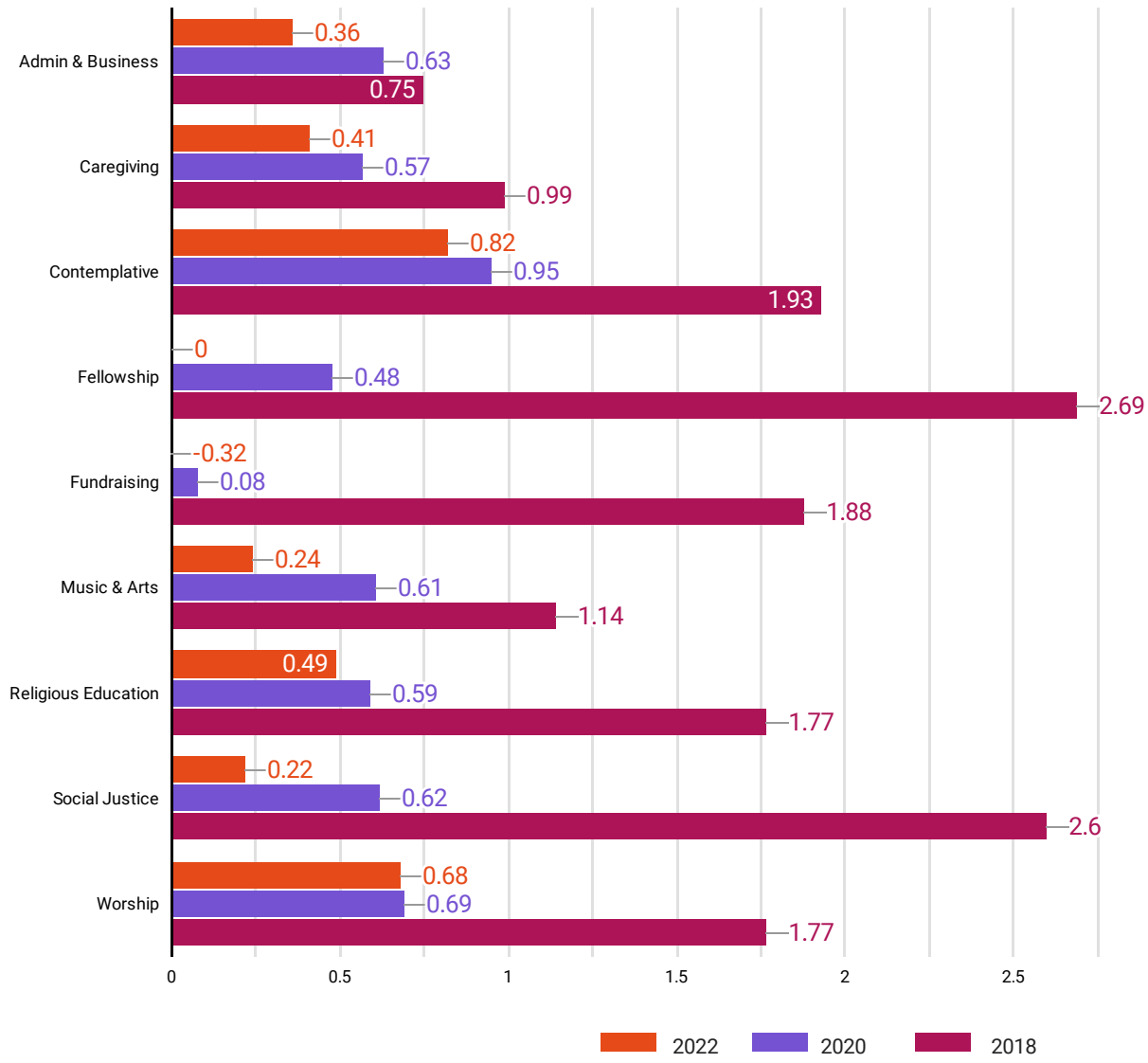
11) Social Justice



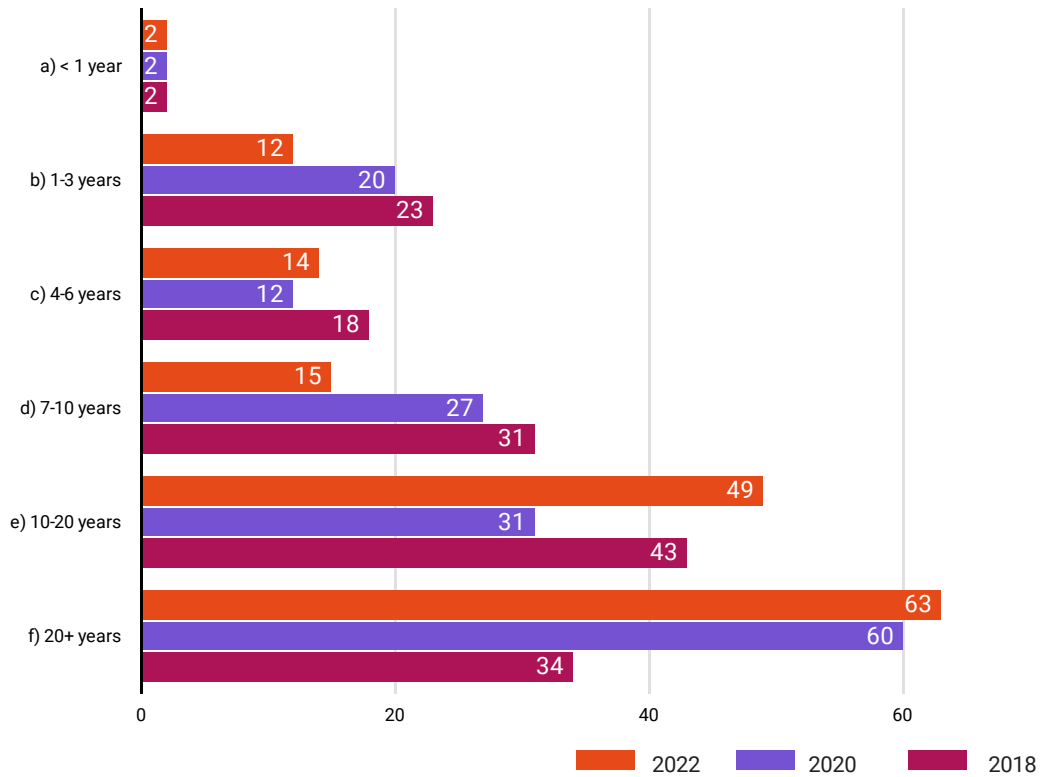
12) Worship



4-12) Activity Weighted Averages

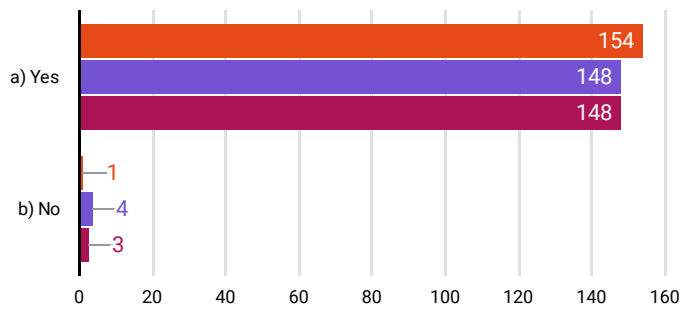


13) How long have you attended?

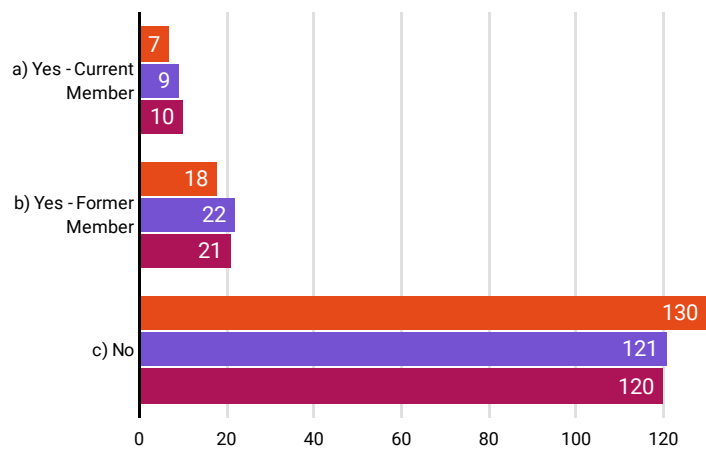


14) Are you a member?

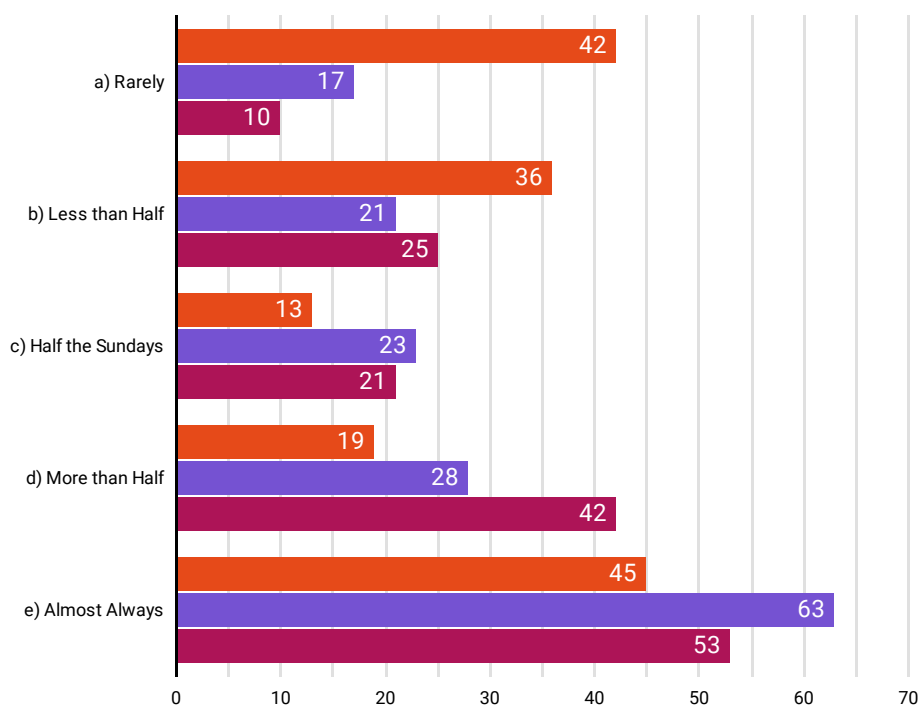
2022 2020 2018

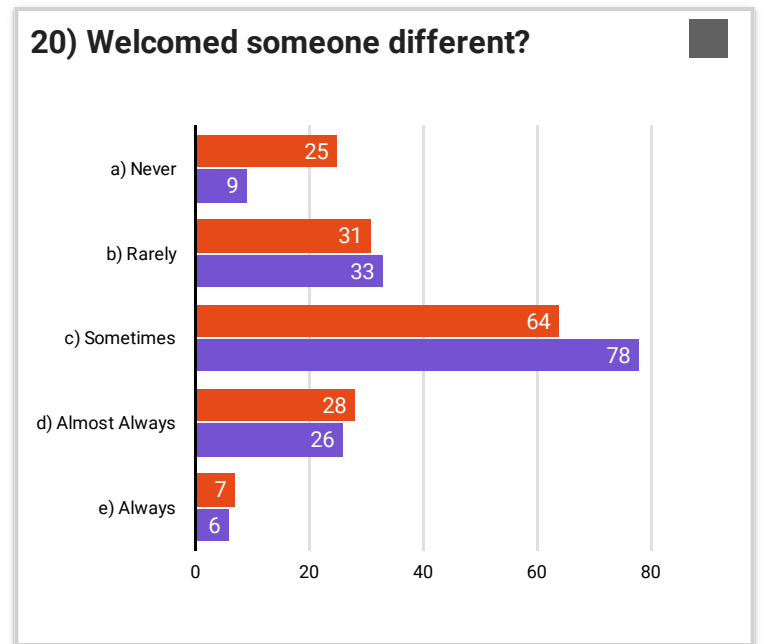
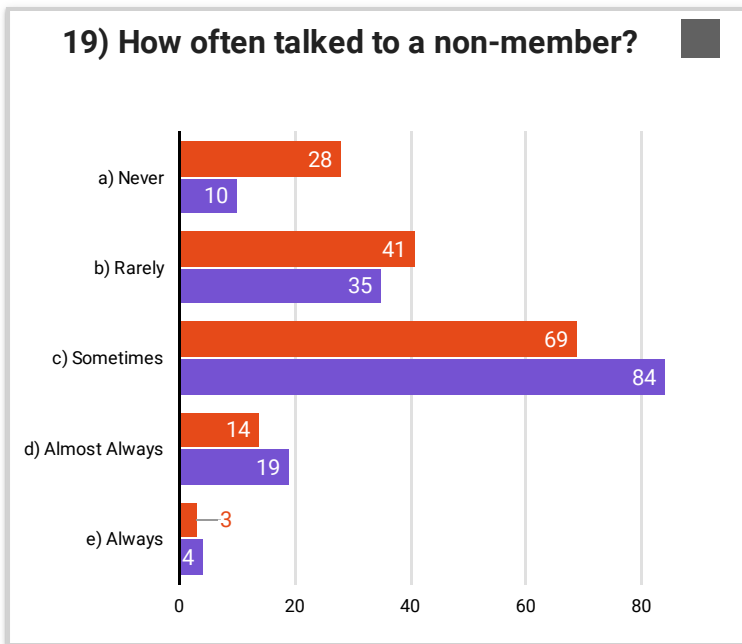
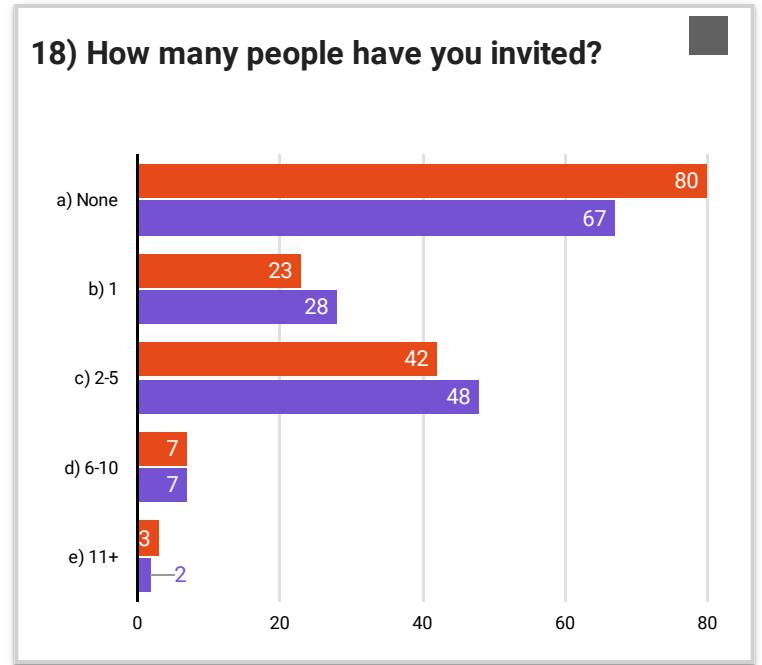
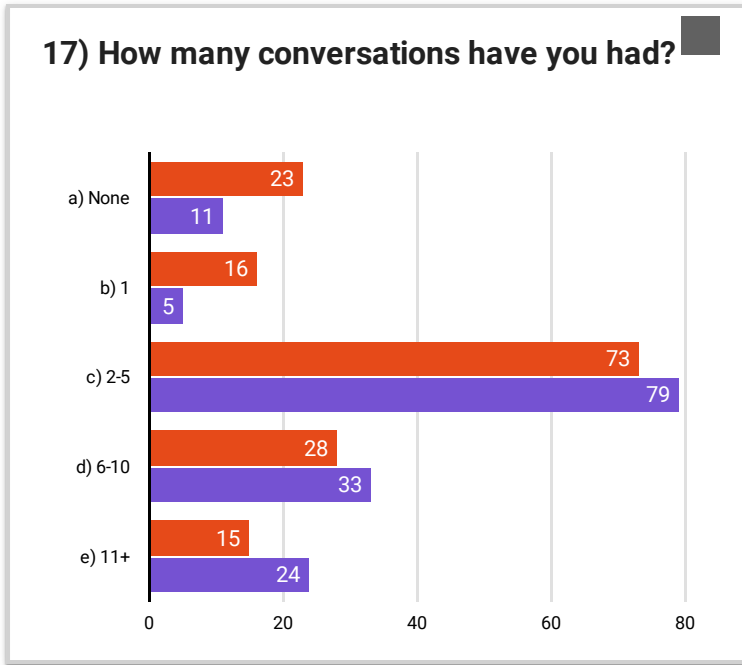


15) Board or Executive Team?

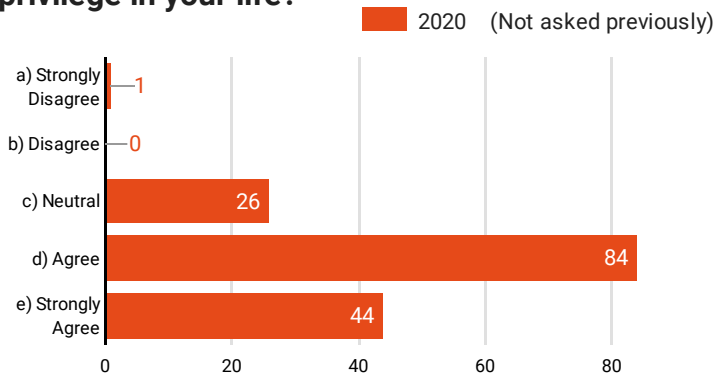


16) How often do you attend?

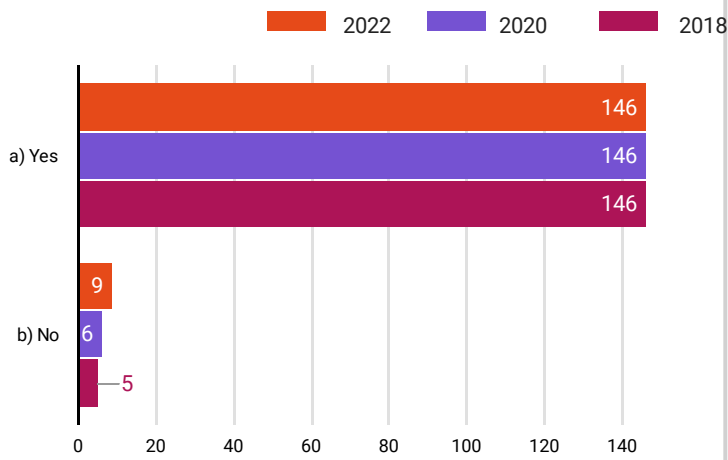




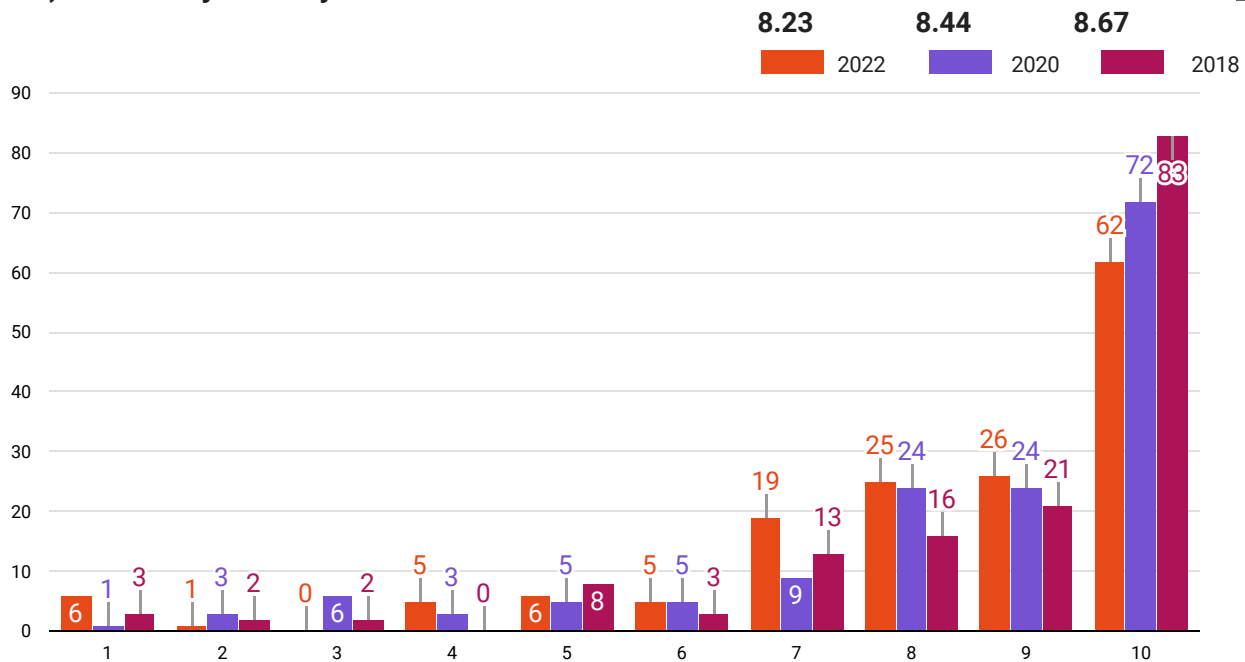
21) Able to describe patterns of power or privilege in your life?

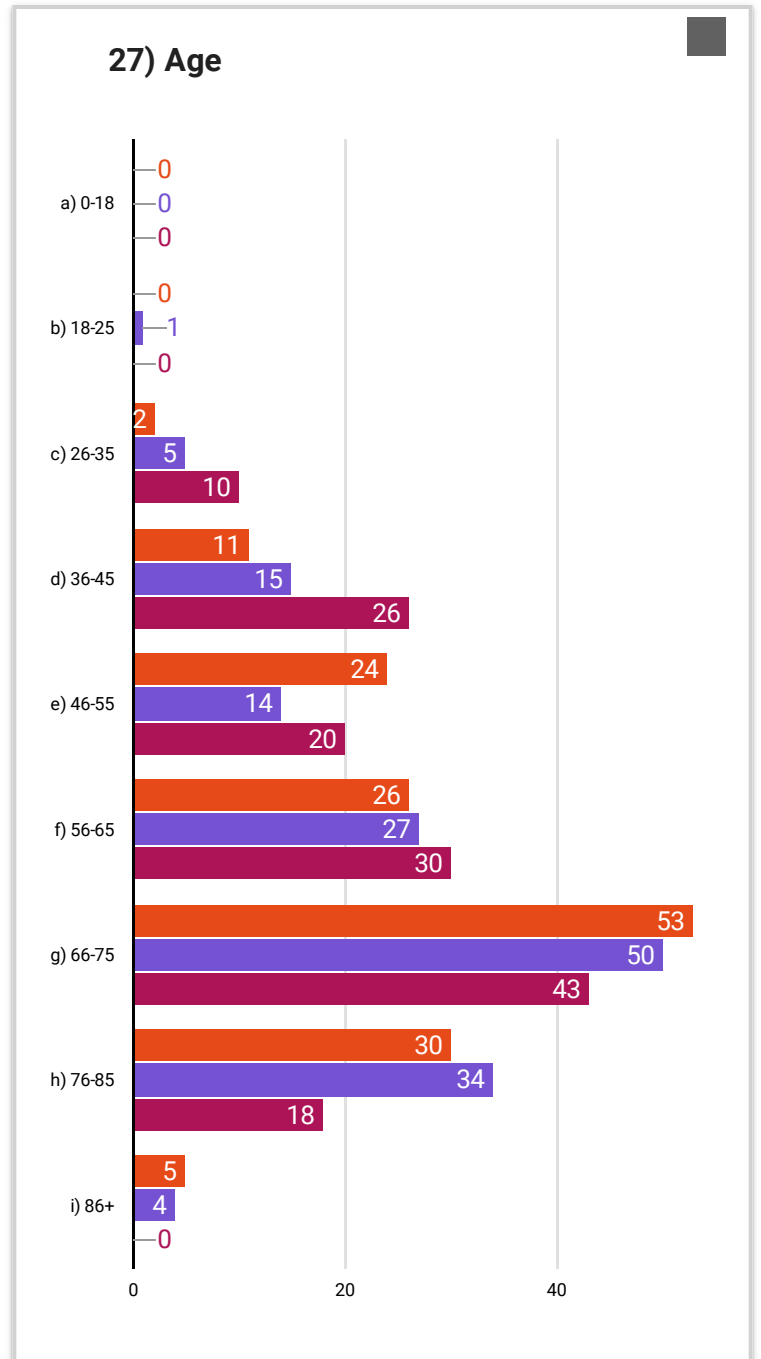
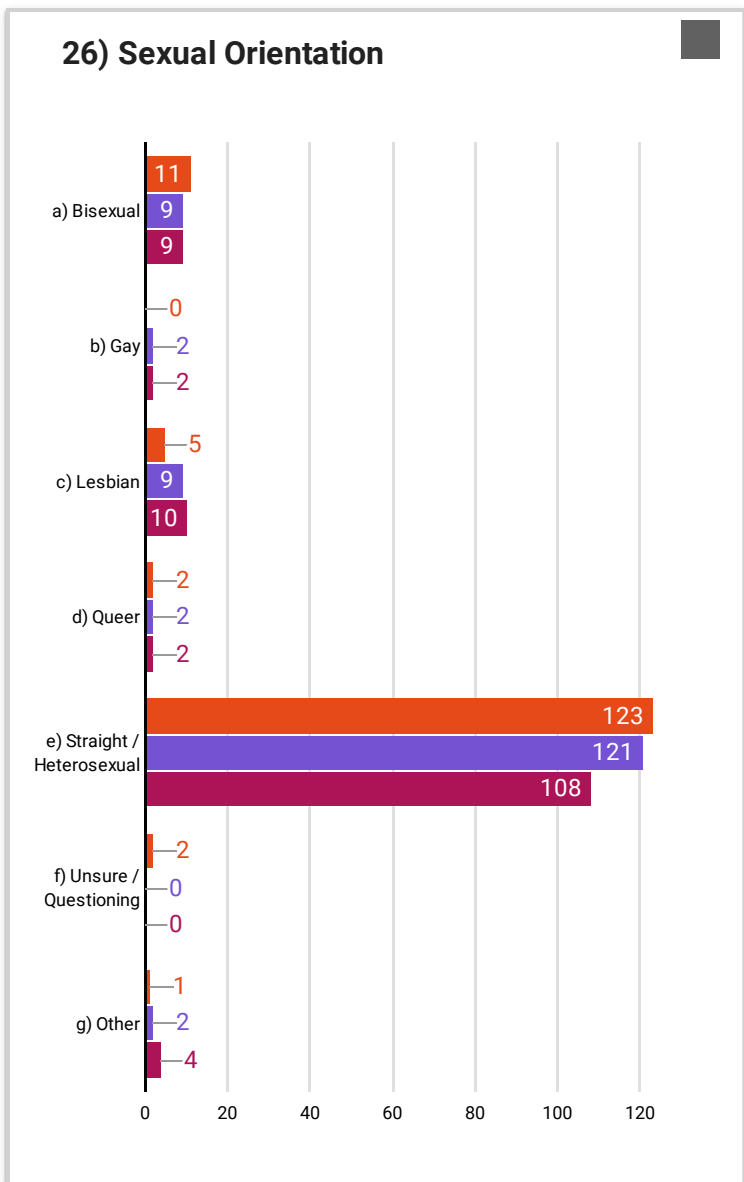
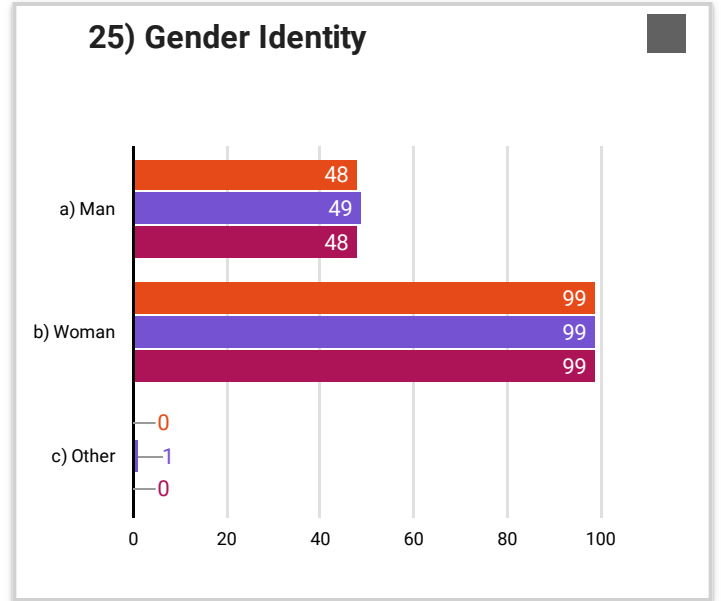
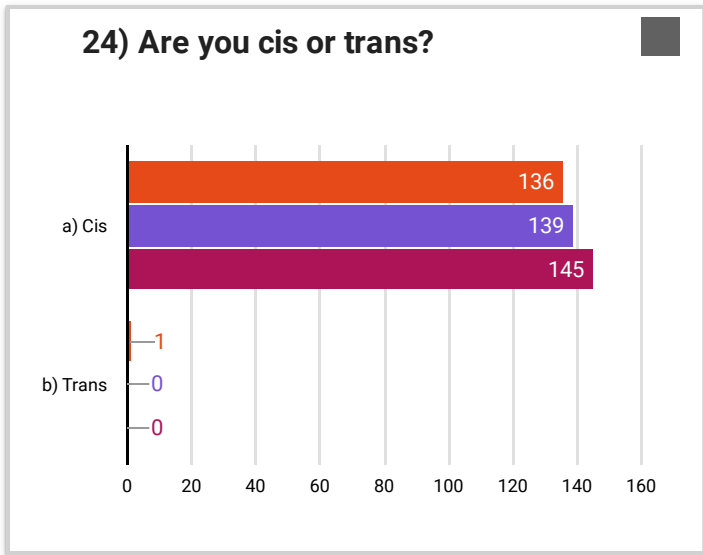


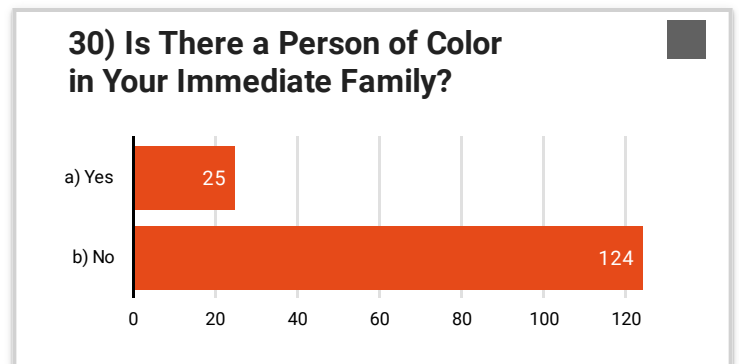
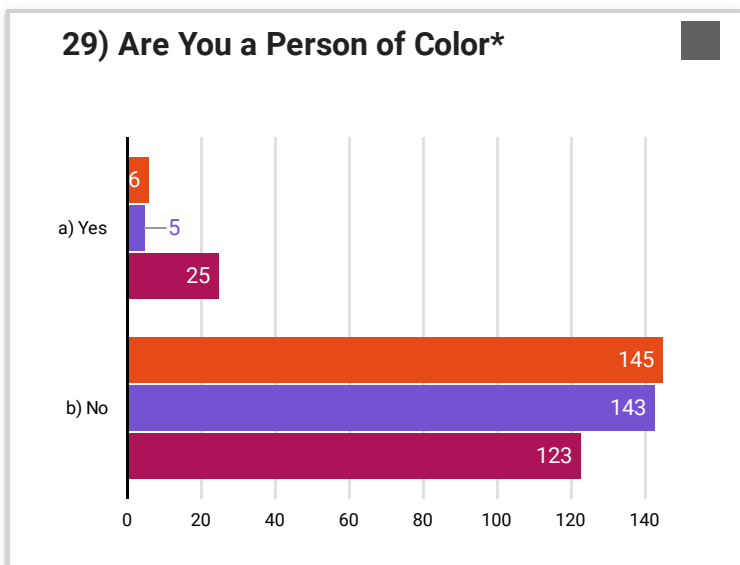
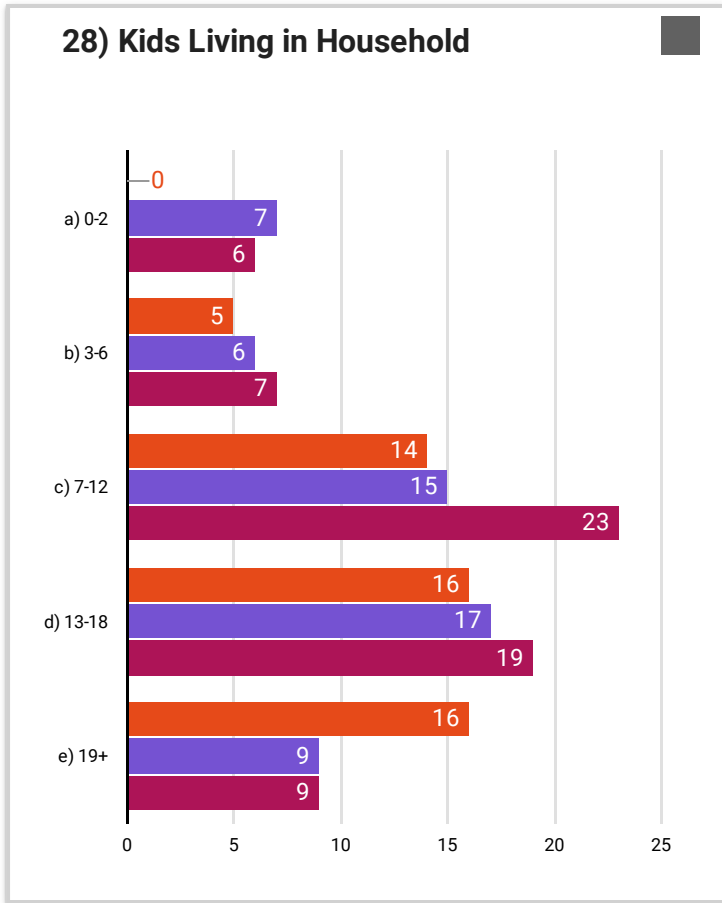
22) Do you make a pledge?



22) How likely would you be to recommend?

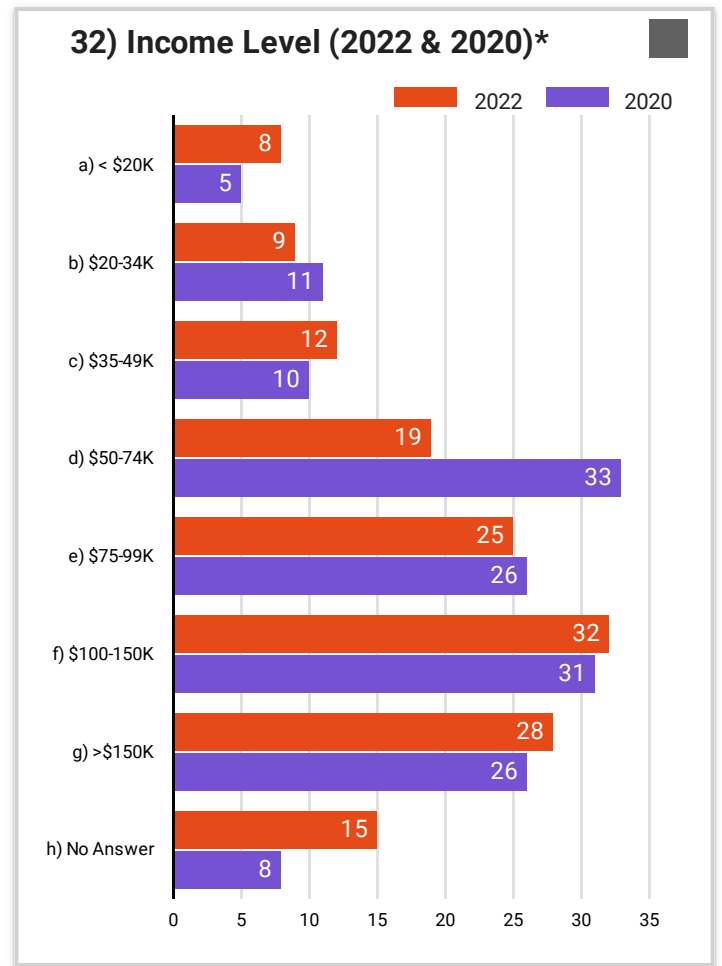
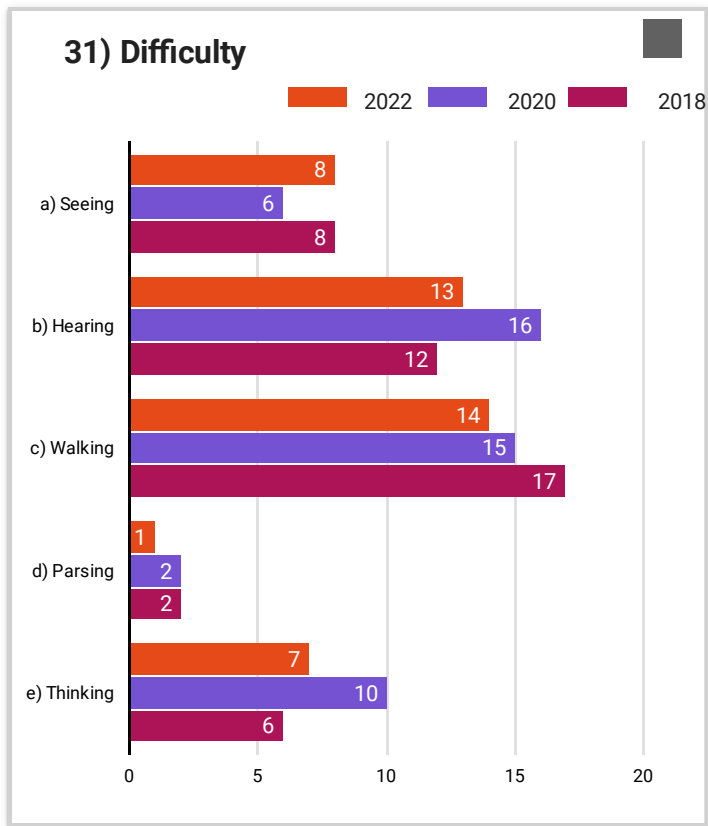






Question 30 not asked in previous years.

*Question 29 has evolved over time:
 - 2018: Do you or a member of your household identify as a person of color?
 - 2020 & 2022: Do you identify as a person of color?



*In 2018 different options were provided for Question 32 than in 2020 and 2022.

